

Senate File 308 - Introduced

SENATE FILE 308

BY BRASE

A BILL FOR

1 An Act requiring employers to provide reasonable accommodations
2 to employees based on pregnancy or childbirth and making
3 penalties applicable.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 216.6, subsection 2, Code 2013, is
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. *f.* (1) An employer shall provide reasonable
4 accommodations to an employee based on medical conditions
5 related to the employee's pregnancy or childbirth, if the
6 employee so requests with the advice of the employee's health
7 care provider.

8 (2) For purposes of this lettered paragraph "*f*", "*reasonable*
9 *accommodations*" means actions which would permit an employee
10 with a medical condition relating to the employee's pregnancy
11 or childbirth to perform in a reasonable manner the activities
12 involved in the employee's specific occupation and include but
13 are not limited to the provision of an accessible worksite,
14 acquisition or modification of equipment, job restructuring,
15 and a modified work schedule. "*Reasonable accommodations*" does
16 not mean any action that would impose an undue hardship on the
17 business of the employer from whom the action is requested.

18 EXPLANATION

19 This bill requires an employer to provide reasonable
20 accommodations to an employee based on medical conditions
21 related to the employee's pregnancy or childbirth, if the
22 employee requests reasonable accommodations with the advice
23 of the employee's health care provider. Penalty provisions
24 for discriminatory employment practices are made applicable
25 to a failure to provide such reasonable accommodations to an
26 employee.

27 The bill defines "reasonable accommodations" as actions
28 which would permit an employee with a medical condition
29 relating to the employee's pregnancy or childbirth to
30 perform in a reasonable manner the activities involved in
31 the employee's specific occupation and include but are not
32 limited to the provision of an accessible worksite, acquisition
33 or modification of equipment, job restructuring, and a
34 modified work schedule. The bill provides that "reasonable
35 accommodations" does not mean any action that would impose an

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1 undue hardship on the business of the employer from whom the
2 action is requested.